



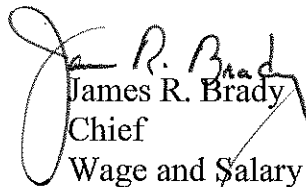
DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

December 8, 2016

MEMORANDUM FOR ACTING DEPUTY ASSISTANT SECRETARY OF DEFENSE,
CIVILIAN PERSONNEL POLICY
ATTENTION: MS. JULIE A. BLANKS
METAL TRADES DEPARTMENT, AFL-CIO
ATTENTION: MR. JAMES V. HART
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
ATTENTION: MR. J. DAVID COX, NATIONAL PRESIDENT
DEPARTMENT OF THE ARMY,
ASSISTANT G-1, FOR CIVILIAN PERSONNEL
ATTENTION: MR. JAY D. ARONOWITZ
DEPARTMENT OF THE NAVY,
DIRECTOR, HR POLICY AND PROGRAMS DEPARTMENT
ATTENTION: MS. LISA JOX
DEPARTMENT OF THE AIR FORCE,
CHIEF, CIVILIAN FORCE POLICY DIVISION
ATTENTION: MS. MELANIE MCGUIRE
DEFENSE LOGISTICS AGENCY,
DIRECTOR, HUMAN RESOURCES
ATTENTION: MR. BRAD BUNN

SUBJECT: 2417th DoD Wage Committee Meeting – December 20, 2016

Subject meeting will be held on December 20, 2016 at 10:00 a.m. at 4800 Mark Center Drive, Room 05K25, Alexandria, Virginia. Agenda items are attached.


James R. Brady
Chief
Wage and Salary Division

Attachment:
As stated

AGENDA ITEMS
2417th DoD Wage Committee Meeting – December 20, 2016

NONAPPROPRIATED FUND

1. Survey Specifications for the Sacramento, California wage area (AC-002). Survey specifications and LWSC report attached. (Air Force & Army)
2. Survey Specifications for the Dona Ana, New Mexico wage area (AC-021). Survey specifications and LWSC report attached. (Army & Air Force)

APPROPRIATED FUND

3. Wage Schedule (Full Scale) for the Bloomington-Bedford-Washington, Indiana wage area (AC-048). LWSC report attached. (Army & Navy)
4. Wage Schedule (Full Scale) for the Indianapolis, Indiana wage area (AC-050). LWSC report attached. (Army & DLA)
5. Wage Schedule (Full Scale) for the Ft. Wayne-Marion, Indiana wage area (AC-049). LWSC report attached. (Army & Air Force)
6. Wage Schedule (Full Scale) for the Kansas City, Missouri wage area (AC-080). LWSC report attached. (Army & Air Force)
7. Wage Schedule (Full Scale) for the Southern Missouri wage area (AC-082). LWSC report attached. (Army & DLA)
8. Wage Schedule (Wage Change) for the Southwestern Michigan wage area (AC-073). (Army & Air Force)
9. Wage Schedule (Wage Change) for the Philadelphia, Pennsylvania wage area (AC-115). (Army & Air Force)

QB

SURVEY SPECIFICATIONS

SACRAMENTO, CALIFORNIA WAGE AREA #002

Order Date: February 3, 2017

Effective Date: April 8, 2017

Union: AFGE

Agencies: Air Force/Army

A. Regular Specifications: The LWSC report of hearing and recommendations (attached), and the Technical Staff recommended disposition of each as follows:

1. Wage Area:

a. LWSC: No recommendation.

b. Staff: No change.

2. Industries to be Surveyed:

a. LWSC: No recommendation.

b. Staff: Standard Industry Coverage (Sample).

3. Minimum Establishment Size:

a. LWSC: No recommendation.

b. Staff: Required minimum size of 20 or 8.

4. Establishments to be Included with Certainty:

a. LWSC: Reports the following on-base food service contractor:

Pride Industries
25216 B Street
Beale AFB, CA 95903

b. Staff: The on-base food contractor reported above is at Beale AFB in Yuba County which is not located in the survey area. Recommends adding the following establishments to support adequate collection of Automotive Mechanic, Grade 10:

1) OK Tire and Automotive
4715 Auburn Boulevard
Sacramento, CA 95841

NAICS Code:
441320

- | | |
|--|--------|
| 2) Go Tires Auto Repair
4007 Stockton Boulevard
Sacramento, CA 95820 | 441320 |
| 3) Greenhaven Shell
6431 Riverside Boulevard
Sacramento, CA 95831 | 447110 |
| 4) Arden Village Service
4230 Arden Way
Sacramento, CA 95864 | 447190 |

5. Survey Jobs:

- a. LWSC: No recommendation.
- b. Staff: Required Crafts and Trades survey jobs.

B. Application of S5-12:

1. Number NAF Employees in Specialized Positions:

There are 38 CT employees engaged in eating and drinking places or 37.3% of the total CT employment (102).

2. Number Industry Employees in Specialized Industry:

The 2014 County Business Patterns shows 45,326 employees working in 2,510 eating and drinking establishments.

3. Hearings:

Notices were posted by the LWSC and no recommendations concerning S5-12 were presented.

4. Conclusions:

Eating and drinking places qualify as a dominant industry. There are sufficient employees in private industry eating and drinking establishments in Sacramento, California.



EXCHANGE

ARMY & AIR FORCE EXCHANGE SERVICE
461 Skymaster Cir Bldg. 650
PO BOX 1505
Travis AFB, CA 94535
707-437-4633 ext.215

RLC

#002 Sharp

DEC 1 2016

REPORT OF HEARING SACRAMENTO COUNTY, CALIFORNIA

SUBJECT: Report of Hearing-Non Appropriated Fund Full Scale
Wage Survey, Sacramento County, California (Wage Area #002)

TO: Defense Civilian Personnel Advisory Service, Wage and Salary Division
Attn: NAF Pay Systems Branch
4800 Mark Center Drive, Suite 05G21
Alexandria, Virginia 22350

1. Notice of the hearing with posting instructions were sent to NAF activities and were posted on 07 November 2016 for the hearing scheduled on 29 November 2016. Labor
2. The hearing was held on 29 November 2016 at 1000 hours. Those present were:

Keisha Glover, Chair Person, Exchange
Gail Lecour, General Manager, Beale Exchange
3. The on-base food contractors are as follows

Pride Industries
25216 B. St
Beale AFB, CA
4. There are no persons performing the job of Truck Driver (Trailer), Grade 8 job at any of the activities.
5. We do not recommend any of the optional jobs to be included in standard coverage, nor do we have recommendation for any other jobs.


Keisha Glover
Chairperson


Sophia Herivill
Management Member


Kimberly Stores
Labor Member

8

SURVEY SPECIFICATIONS

DONA ANA, NEW MEXICO WAGE AREA #021

Order Date: February 1, 2017

Effective Date: April 6, 2017

Union: NFFE

Agencies: Army/Air Force

A. Regular Specifications: The LWSC report of hearing and recommendations (attached), and the Technical Staff recommended disposition of each follows:

1. Wage Area:

a. LWSC: No recommendation.

b. Staff: No change.

2. Industries to be Surveyed:

a. LWSC: No recommendation.

b. Staff: Standard Industry coverage (Sample).

3. Minimum Establishment Size:

a. LWSC: No recommendation.

b. Staff: Required minimum size of 20 or 8.

4. Establishments to be Included with Certainty:

a. LWSC: Reports the following on-base food service contractor:

1) Shifting Sands Dining Facility
Bldg. 274
Holloman Air Force Base, NM 88330

b. Staff: The on base food contractor reported above is at Holloman AFB in Otero County which is not located in the survey area.

5. Survey Jobs:

a. LWSC: Reports no persons employed in the 050 Truck Driver (Trailer) job.

b. Staff: Required Crafts and Trades survey jobs only.

B. Application of S5-12:

1. Number NAF Employees in Specialized Positions:

There are 80 CT employees engaged in eating and drinking places or 42% of the total CT employment (188).

2. Number Industry Employees in Specialized Industry:

The 2014 County Business Patterns shows 6,702 employees working in 320 eating and drinking establishments.

3. Hearings:

Notices were posted by the LWSC and no recommendations concerning S5-12 were presented.

4. Conclusions:

Eating and drinking places qualifies as a dominant industry. There are sufficient employees in private industry in eating and drinking establishments in Dona Ana, New Mexico



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL, G-1
USACHRA, WEST REGION, DESERT MOUNTAIN CIVILIAN PERSONNEL ADVISORY CENTER
124 CROZIER STREET
WHITE SANDS MISSILE RANGE, NEW MEXICO 88002-5050

REPLY TO:
ATTENTION OF:

Civilian Personnel Advisory Center

30 November 2016

kk
#021 Muse
DEC 1 2016

Compensation Division, Wage and Salary Branch
ATTN: NAF Pay Systems
4800 Mark Center Drive, Suite 05G21
Alexandria, VA 22350-1100

SUBJECT: Hearing Report Area #021

The Dona Ana County Area #021, Wage Survey Hearing notices were posted in all facilities on 15 November 2016. The Wage Survey Hearing was conducted on 30 November 2016 on 1400 hrs; no suggestions from employees were made.

Present were: Ethan Ruff (Management Member); Daniel Arreola (Labor Member); Jason Namit (alternate Chairperson); Rita Brown (Chairperson); Jennifer Jaeger (alternate Management Member). Committee Members were the only ones persons in attendance.

The on-base food service contractors are as follows:

Mess Hall in WSMR: Truman J. Kimble (closed)

Mess Hall in Holloman AFB: Shifting Sands

DRIVERS RHB

There are no optional 050 Truck Stops in the Survey Area.

We do not recommend any of the optional jobs to be included in standard coverage, nor do we have recommendations for any other jobs. We do not recommend any establishments to be included with certainty to the Establishment Survey List.

Please call 575-678-2930 or 915-568-0644 for any further questions or concerns.

Sincerely,

Rita G. Brown
Rita G. Brown
Chairperson

Jason Namit (alternate Chairperson): *[Signature]*

Ethan Ruff (Management Member): *[Signature]*

Jennifer Jaeger (alternate Management Member): *[Signature]*

Daniel Arreola (Labor Member): *[Signature]*

**Bloomington - Bedford - Washington, Indiana Local Wage Survey Committee
(LWSC)**

**Department of the Navy
OCHR Silverdale Operations Center
3230 NW Randall Way
Silverdale, Washington 98383**

October 26, 2016

To: Mr. Karl H. Fendt, Eastern Region Representative
Department of Defense, Defense Civilian Personnel Advisory Service
Compensation Division, Wage and Salary Branch
4800 Mark Center Drive, Suite 05G21, Arlington, VA 22530-1100

From: Bloomington - Bedford - Washington, Indiana Local Wage Survey
Committee (LWSC)

Subj: October 2016 Bloomington - Bedford - Washington, Indiana Final
Local Wage Survey Committee Report

Attachment: (1) Final Data Collector Roster


1. The 2016 Full Scale Wage Survey for Bloomington - Bedford - Washington, Indiana has been conducted, and the survey data are being forwarded as directed. The roster of final data collectors is included as attachment 1. The survey began on October 18, 2016 and concluded on October 26, 2016. On October 26, 2016 the establishment information sheets, wage data sheets, and backup notes were returned to DCPAS. The files used during this survey will be maintained and stored by the Alternate Chairperson of the LWSC at Crane, Indiana.

2. The LWSC believes that the survey was completed in an efficient, timely and successful manner and there were no significant problems encountered.

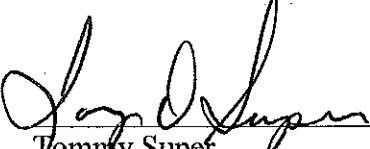
3. This report constitutes the LWSC's final statement regarding any difficulties experienced during the survey, and recommendations for improvement.

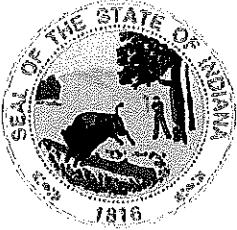
4. We appreciate the dedicated efforts of the Project Officer, Mr. Brian Chesnick, and the survey team member who collectively made the 2016 full-scale survey a success. Mr. Chesnick provided the on-site guidance and expertise that enabled the LWSC to conduct our business in an efficient, problem-free manner.

Recommendations: None


Daniel Archer
Alternate Chairperson


Scott Hall
Management Representative


Tommy Super
Labor Representative



DEPARTMENT OF THE ARMY AND THE AIR FORCE
HEADQUARTERS INDIANA NATIONAL GUARD
2002 SOUTH HOLT ROAD
INDIANAPOLIS, INDIANA 46241-4839



NGIN-PEH-ZB

27 October 2016

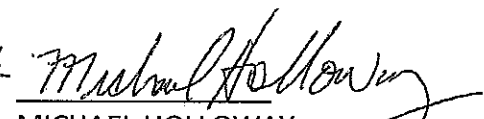
MEMORANDUM FOR Department of Defense, Civilian Personnel Advisory Service, Wage Branch, Central Region (CPAS-AWAC), Area C, Bldg. 1, Door 21, Post 34E, 1940 Allbrook Drive, Wright-Patterson AFB, Ohio 45433-5344

SUBJECT: 2016 Full Scale Report of Survey, Wage Area 050 Indianapolis, Indiana

1. Wage survey training was conducted on 17 October 2016. The survey commenced on the order date of 18 October and concluded 27 October 2016. All 123 establishments from the 2016 ESL were either contacted or determined to be out of scope.
2. No significant issues were encountered during the survey.
3. Further correspondence or questions should go through the Project Officer, James Martineau, at commercial 937-904-3523 or DSN 674-3523.


RONALD PADGETT
LWSC Chair


Marnie Hedrick
Management Member


MICHAEL HOLLOWAY
Labor Member

Encls:
Labor Roster



**INDIANA AIR NATIONAL GUARD
HEADQUARTERS 122D FIGHTER WING (ACC)
FORT WAYNE AIR NATIONAL AIRPORT (IAP) INDIANA**

27 October 2016

MEMORANDUM FOR DEPARTMENT OF DEFENSE, DEFENSE CIVILIAN PERSONNEL
ADVISORY SERVICE, WAGE AND SALARY DIVISION, CENTRAL REGION (DCPAS-AWAC),
BLDG.1, DOOR 21, ROOM 363, 1940 ALLBROOK DR, WRIGHT-PATTERSON AFB OH 45433-
5344

FROM: 122 FSS/DP

SUBJECT: FS 2017 REPORT OF SURVEY, AREA 049, FT WAYNE-MARION IN

1. The 2017 Survey is complete with the survey order date of 18 October 2016 and the training to support 2017 FS Survey conducted on 17 October 2016.
2. The ESL had 131 establishments this year. All data was collected as required.
3. The Wage and Salary Division Project Officer, Ms. Mary Defibaugh, will make contact with any establishments with pending information requirements as needed.

Holly Shelton, Capt, IN ANG
Chairman, LWSC

Eric Butler, SMSgt, IN ANG
Management Official

Charles Grissell
Labor Representative



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
CIVILIAN HUMAN RESOURCES AGENCY
SOUTHWEST REGION, FORT LEAVENWORTH CPAC
821 MCCLELLAN AVENUE
FORT LEAVENWORTH KS 66027-1361

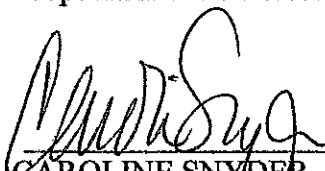
October 27, 2016

MEMORANDUM FOR DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE

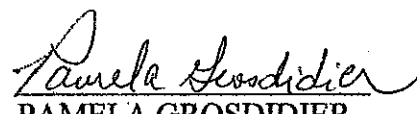
Wage and Salary Division, Western Region
561 Waldron Street, Bldg 241, Bay A2
Travis AFB, CA 94535-2746

**SUBJECT: Final Report of Full Scale Wage Survey for Kansas City, Missouri, Wage Area
Number 080**

1. The 2016 DoD Full-Scale Survey began on 17 October and concluded on 27 October 2016. Training was accomplished on 17 October 2016 with the attendance from Fort Leavenworth, Whiteman AFB, and the VA-selected data collectors. Information was collected on all 157 companies on the Establishment Survey List.
2. Despite the challenges that are typical to this undertaking, the regional office staff which includes Mr. Jerry Dollente (Project Officer), and the Agency DCAs, Mr. Joel Ambion, Ms. Michele Byron, Ms. Marvalene Cabrera, and Ms. Maria Cook performed admirably during this entire project. The professionalism and optimistic attitude they demonstrated contributed to a very productive and positive work environment.
3. The data collectors and survey central location contributed to the success of the survey. The Local Wage Survey Committee (LWSC) members were very pleased with the participation and cooperation from Fort Leavenworth, Whiteman Air Force Base, and the Veterans Affairs.


CAROLINE SNYDER
Chairperson LWSC


DOUGLAS KRAUSE
Labor Rep LWSC


PAMELA GROSDIDIER
Management Rep LWSC

LOCAL WAGE SURVEY COMMITTEE
Southern Missouri Wage Area
CPAC, 13486 Replacement Ave, Ste 2210
Fort Leonard Wood, MO
65473-8935


27 October 2016

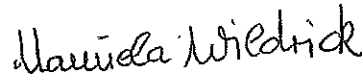
MEMORANDUM FOR DoD Civilian Personnel Management Service

SUBJECT: Report of Local Wage Survey Committee for Southern Missouri Full Scale
Wage Survey- 18 October through 27 October 2016

1. The full-scale wage survey was completed. The wage survey data collected during the survey process was given to the Project Officer. The wage survey was accomplished very efficiently and effectively due to the efforts and dedication of all the participants.
2. The Local Wage Survey Committee reports that the survey was completed on time and with detailed establishment and data collection information.
3. All data collectors should be recognized for their contributions. They were highly motivated and performed their job in a very professional manner.
4. It was our pleasure to have served as members of the Local Wage Survey Committee, and we look forward to serving on future committees.


STEVEN E. BEEM
Chairperson


DAVID M. ROSS
Labor Member


MANUELA WILDRICK
Management Member